

# Fostering Psychological Safety to Improve Team Performance

“Inclusive leader behaviors effectively ‘unlock’ the innovative potential of an inherently diverse workforce, enabling companies to increase their share of existing markets and lever open brand-new ones. By encouraging a proliferation of perspectives, leaders who foster a speak-up culture also enable companies to realize greater efficiencies and trim costs—another way that innovation drives bottom-line value.”

- Center for Talent and Innovation,  
“Innovation, Diversity, and Market Growth”

One of the most essential elements of high-performance teams is psychological safety. Psychologically safe team members value one another’s contributions, care about one another’s well-being, and have input into how the team carries out its work. Teams that demonstrate higher levels of psychological safety see a wide range of positive outcomes, including higher levels of engagement and retention, team member commitment, positive leader relations and team climate, adaptability, learning, cost-saving process improvements, and marketable product and service innovations. In short, to learn, adapt, and win in today’s world, teams and organizations must operate in psychologically safe environments.

Shaping and nurturing psychologically safe environments—creating the conditions for a healthy “speak-up” culture—is a critical skill for inclusive leaders. The good news is that there are clear, research-based methods, behaviors, tools, and practices for doing just that. This program offers the most up-to-date theory, self-assessment, experiential learning, and tools that leaders can immediately apply to improve psychological safety in their teams and organizations.

Among the many takeaways from this program, leaders learn:

- Smart, targeted leader behaviors and practices needed to progress their teams through the four stages of psychological safety
- Why bad news is good news—and how to help bad news travel faster
- Concrete methods to shift the focus away from fear of failure and blame to a focus on learning and growth
- Top practices to create a speak-up culture where full-team input improves meeting engagement, continuous improvement, innovation, decision making, and speed of implementation



## Future-Fit Leadership Series

### Target audience:

Mid-level and first-level leaders

### Format:

- Half-day and full-day options
- Live virtual or in-person facilitated
- Train-the-trainer capability

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